

Billions to Bail Out Banks, Time to Protect Our Pensions

Reckless Wall Street schemes have devastated Teamster pension plans.

Can our union help lead the fight for retirement security for working families?

The Teamsters Union has formed a high-level committee to look for ways to protect union pension funds that have been devastated by the financial crisis. And not a moment too soon.

It's no secret that many Teamster pension plans are in trouble. The Central States Pension Fund lost \$9.5 billion in assets last year. The problem goes well beyond our union. Pension plans covering millions of American families are in danger.

Now the International Union is looking to legislation and policy changes that can increase workers' retirement security.

Fix the Law

Three years ago, Congress passed the misnamed Pension Protection Act. This law may have been well-intentioned, but it has made a bad situation worse.

The PPA puts pressure on our pension funds to cut members' benefits to meet strict funding timetables prescribed by the law.

In the wake of the stock market meltdown, our pension funds need time to recover and build up their assets—not unrealistic timetables that may lead to deep benefit cuts.

Even more importantly, we need programs to protect workers'

pensions. The Pension Benefit Guarantee Corporation (PBGC) was set up to insure workers' pensions, but unlike the FDIC it guarantees only a fraction of what you're owed.

The PBGC needs to provide workers with real, not token, protection—and it needs to help keep pension funds from failing by helping to finance the pensions of retirees whose companies have gone out of business.

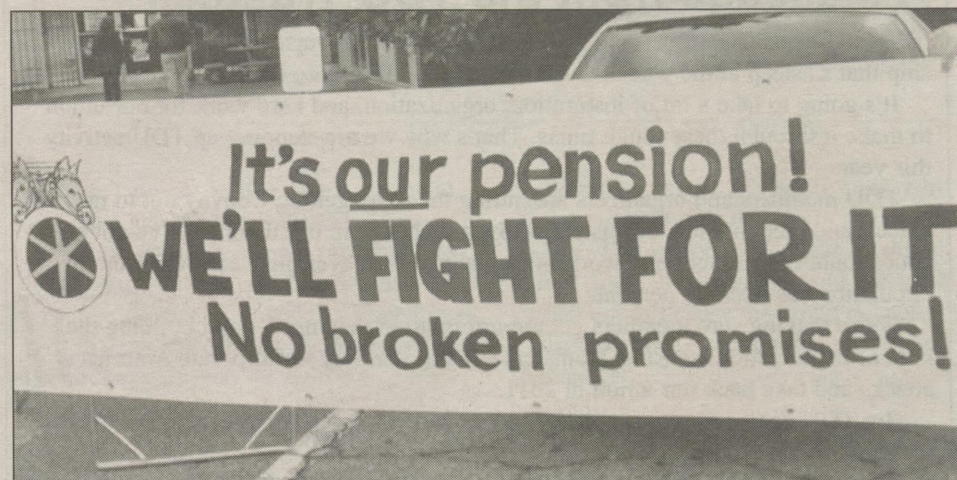
To win public support for these retirement security programs—which will cost federal money—our union needs to mobilize members and retirees. And we need to join forces with other unions, pension funds, AARP and other allies.

Protecting workers' pensions is not as controversial as spending tax dollars on bonuses for Wall Street executives. Retirement security is a fight that can be won.

United Teamster Action

Let's be honest. The Hoffa administration's record on pensions has been an uninterrupted streak of broken promises and pension cuts.

But if they are serious about building a coalition for workers' retirement security, Teamster members and retirees should join the fight.



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International Union Financial Report

The International Union's financial report reveals our union lost members and money in 2008. **Page 11**



Contract Violations That Destroy UPS Jobs

Volume is down and layoffs are up. We can protect Teamster jobs by holding UPS to the contract. **Pages 6-7**



No Women on the Teamster GEB

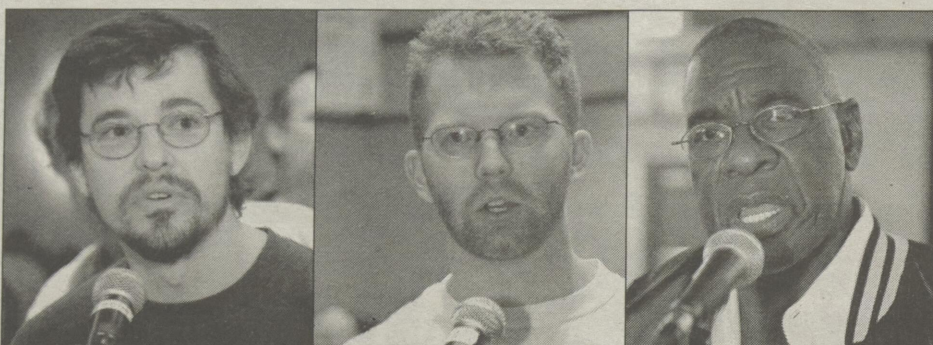
President Hoffa has named Brad Slawson, Sr. to replace the only woman on our union's top leadership body. **Page 8**



Bargaining to Save Teamster Jobs

What members can do to preserve Teamster jobs even when concessions are on the table. **Page 10**

Letters from our Members



A Message from the TDU Trustees

Good Teamster jobs on the line. Pension and benefit cuts. And a Teamster leadership that's asleep at the wheel. Our union needs TDU more than ever.

It's going to take a lot of inspiration, organization, and hard work for our union to make it through these tough times. That's why we are stepping up TDU activity this year.

TDU members and organizers are hitting the road, getting Convoy out to new places, and meeting new Teamsters who want change in our union. We've got more educational conferences and workshops planned than ever this year. And Convoy circulation has risen 20 percent.

We're making sure members get the information they need—and building the kind of organization working Teamsters need to stand up to Corporate America's attacks and take back our union in 2011.

But TDU can't step up its activity unless we all step up our support. That's why we're writing to you today.

If you're a TDU member, we've asked for your support through the mail this month. At this critical time for our union and our movement, we urge you to consider making a donation. To make a donation or sign up for a monthly pledge, go to our website: www.tdu.org/donate.

Not a member of TDU? Stand together with other Teamsters fighting to get our union back on track. Join TDU today.

In solidarity,

Willie Hardy, Local 667, Memphis

David Kremer, Local 320, Minneapolis

Joe Sexauer, Local 743, Chicago

Laying the Foundation For Change

The upcoming international election is only two years away. It's none too soon to lay the initial foundation for the campaign.

We need to educate every member with cold, hard facts that the International cannot deny. Getting vital information to the membership—particularly newer, younger members—is very important.

We can put Hoffa and his cronies out to pasture. It will take hard work, long hours, serious fundraising, and other

challenges along the way—but just think of what is at stake: a strong union that guarantees our job security and our future.

I had the honor of working in the beginning stages of Ron Carey's presidential campaign in North Carolina. I am aware that things have changed since 1991, but the need for fair and honest representation, open dialogue with the rank and file, and the pride that goes with the Teamster name has not changed a bit.

Brad Colesworthy

Consolidated Freight, Retired

Local 71, Charlotte, N.C.

TEAMSTERS FOR A DEMOCRATIC UNION: WHO WE ARE, WHAT WE'VE WON, WHERE WE STAND

Teamsters for a Democratic Union is a grassroots organization of thousands of members across North America, working together to rebuild Teamster Power.

We're truck drivers, dock workers, warehouse workers, clericals—every kind of Teamster, and retirees and spouses, too.

We fight for good contracts and oppose concessions and benefit cuts.

We bring Teamsters together to enforce our rights and to hold union officials accountable to the members.

TDU is run by Teamsters for Teamsters. Our leadership body, the

International Steering Committee, is elected each year at our TDU Convention.

Not controlled by any official and answerable only to the rank and file, we are an independent voice for working Teamsters.

For more than 30 years, TDU has been uniting Teamsters to put our union to work for the members. Find out what we've won and where we stand.

If you believe in rebuilding Teamster Power by getting members informed and involved, then Teamsters for a Democratic Union may just be the group for you.

RIGHT TO VOTE FOR TOP OFFICERS

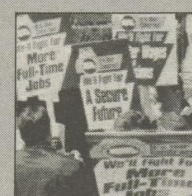


Convention delegates. But we didn't stop there.

TDU won majority rule on contracts to stop union officials from imposing contracts that had been rejected by a vote of the members. We won the right to vote on contract supplements—a right members have used to defeat pension cuts and other concessions.

TDU won the right for members to democratically elect our Inter-national Union officers—and the right to vote for Teamster

A NEW DIRECTION FOR OUR UNION



TDU helped vote the old guard out of office in 1991 and started to put our union on the right track.

Under new leadership, our union reversed a 16-year decline in membership. Mobilized members won the 1997 UPS Strike—labor's biggest victory in decades.

WATCHDOG AND INDEPENDENT VOICE FOR THE MEMBERS



TDU puts independent, factual information in members' hands and lets you decide.

TDU stands behind union officials—including the Hoffa administration—when our officers are taking action to build Teamster Power. When union officials fail to support the membership, we hold them accountable.

We are not always popular with union officials, but we are always factual and we never shrink from telling the truth.

A CHOICE IN TEAMSTER ELECTIONS



TDU won the Right to Vote—and we use it. TDU members across North America work together to support candidates for

International Union office.

Without TDU's national campaign network, Teamster members would not have a choice in International Union elections. Many TDU members are active in local elections—and have been elected to union office in some of the most powerful Teamster locals.

FOR MORE INFORMATION, GO TO WWW.TDU.ORG/WHOWEARE

CONTACT TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

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Matt Higdon, Georgia Local 728
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Hugh Sawyer, BLET Div. 316
Alex Tenchavez, Los Angeles Local 396

Alternates:

Art Dorsch, Baltimore Local 355
Walter Taylor, New York Local 814
Donna McCuiston, Detroit Local 299

YRC Teamsters Have Done Our Part

The YRC merger is a fact of life now for 35,000 freight Teamsters.

Status reports on the merger are all over the drivers' rooms, the trucking industry press, and our local unions.

The reviews are mixed.

By Chuck Deaver

Teamster employees have done their part, and more, to help YRC succeed. It's now up to management to make it work in this difficult economic period.

Teamsters gave up 10 percent of their wages less than a year into a five-year contract, with little in return. Meanwhile, management has not imposed any cut on its nonunion drivers at USF Reddaway.

Teamsters have watched as 100 terminals have closed, and now management

reports they want to downsize to 400 YRC terminals by the end of this year.

Layoffs and Closings

Thousands of Teamsters have endured layoffs, not just because of the deep recession, but now because of the merger. Many have relocated, only to be laid off upon arrival.

USF Holland Teamsters were just kicked to the curb at 11 terminals, many

It's Up to Management Now

"When companies get into trouble, why do the workers take the rap in the media and in Washington?"

"Teamster employees have done our part, and more, to help YRC succeed.

"It's now up to management to make it work in this difficult economic period."

**Chuck Deaver, YRC
Local 174, Seattle**



of them veterans of the same treatment five years ago at USF Red Star.

Teamsters—the great majority of them—are working hard and smart to give the merger a chance. Teamsters have done so even when their hard work has not kept up with management's mistakes.

When companies get into trouble, why do the workers take the rap in the media and in Washington? The auto workers didn't cause the recession, and the bank workers didn't cause the credit debacle.

Teamsters have done their part. It's up to management to do theirs.

Joliet, Ill. Local 179

Holland Teamsters Fight for Premium Work

After Teamsters in suburban Chicago voted down their contract twice, they won new language that protects their overtime and premium work.

Now management is trying to back out of the protections.

USF Holland Teamsters in Local 179 are challenging management over using part-time dockworkers ("supplements") to take their overtime and premium work.

The members are covered under a local cartage agreement separate from the National Master Freight Agreement.

Cell Phone Call

The conflict boils down to a fight over a cell phone conversation between union and management representatives.

At a recent meeting in Joliet, Ill. members reported on the discussion and mood at their April 2008 ratification meeting, where their contract was voted on.

All agreed the proposed contract would have been rejected for a third time if the language on premium work stood. Members witnessed Rick Geirut, business agent for Local 179, agree from the front of the room that the language on premium work wasn't right. Members insisted the language should read, "regular employees will not be denied over-

time when the supplements are working." As a solution, Geirut proposed calling Neil London, the USF labor man, in order to clarify the language.

City driver Steve Walski reported, "Geirut spoke by cell phone right there in

the meeting. He said London agreed that the language in the proposed agreement was wrong on premium work, and agreed to fix it for the final agreement." Only then did the contract pass.

Protections Missing

Members got a written copy of the agreement in June 2008. The change to the premium work language was not there.

Rick Geirut, who has since become President of Local 179, has at various points assured Holland Teamsters that the issue would be resolved. "I was in on negotiations and I know that's not what we agreed to," reported former steward

Joe Walczak. Grievances have been filed but management continues to make use of part-time dockworkers to eliminate overtime. At a recent grievance meeting on the issue, London claimed he never agreed to correct the language.

Teamsters want management to sign a side letter of understanding that corrects the contract language.

USF Holland Joliet may be cutting their costs on overtime but the dust hasn't settled for Teamster members. They are prepared to press on to ensure they get what they were told they were voting for at the ratification meeting. They plan to protect their hard-won contractual rights.

We would suggest one lesson: get it in writing before you vote.

USF Holland Teamsters Get Preferential Hiring

USF Holland Teamsters displaced by the closing of 11 terminals have preferential hiring at nearby New Penn or YRC terminals that pick up Holland work.

The decision of the change of operations hearing on March 25 includes these provisions: 1) Holland Teamsters at closed terminals will be the first hired at designated New Penn and YRC terminals that pick up the work, with the first day worked being their new seniority date, 2) they will retain full seniority for vacation duration, and 3) they will not have to go through a wage progression. However, employees called to work after April 3, 2012, will lose their vacation weeks and have to go through a new-hire progression.

Two of the 11 closed terminals—Philadelphia and Harrisburg—have over 50 employees, enough to trigger the WARN act. Those Teamsters will receive about six weeks pay as well as pension and H&W contributions. New York has a recently-enacted state WARN act, which may help upstate New York Holland Teamsters.

It remains to be seen how many of the 300 affected Teamsters will gain employment.



Central States Financial Report: Relief Sought; More Members Needed

The 2008 Financial and Analytical Report on the Central States Pension Fund was finally issued in late March, and it's not pretty.

There are no big surprises, but it reveals that the Fund will ask the IRS for a waiver because it cannot meet its funding target for this year.

The report, which was expected on February 1 but was not issued until late March, is available to members only through Teamsters for a Democratic Union.

Neither the Fund nor the IBT will provide this document to members; we had to go to federal court to compel the Fund to provide these documents each quarter.

Key points in the report include:

The Central States Fund had \$17.3 billion at the end of 2008, down from \$26.8 billion a year earlier. This was largely due to the stock market crash; Central States lost 29.8 percent on its investments. This was a little worse than most pension funds, because the CSPF has 64 percent of its assets in stocks.

The CSPF will have to make 11 percent on its investments just to break even in 2009; that is, to maintain its current level of assets. This is because employer contributions are drastically reduced, due to the Hoffa administration's plan of allowing UPS to leave the fund a year ago for a UPS company plan.

While the number of retirees is holding steady at 212,000, the number

of active participants went down sharply to 88,000. That again is due to the disastrous plan of allowing UPS out of the fund.

The bulk of employers have agreed to contracts that meet the CSPF rule of eight percent increases in contributions per year. However, contracts covering 9,700 Teamsters (11 percent of the total), are not yet in compliance and are paying a five percent surcharge as a result.

The report notes that the Central States Health & Welfare Fund is in much healthier shape. It finished the year in the black.

The Central States Financial and Analytical Report is available at www.tdu.org

A Plan for the Future Of our Pension Funds

While no failure of the Central States Fund is imminent, it is clearly in trouble. So are a number of other pension funds. That's why it is so important for our union to launch a campaign, along with other unions and allies, to win real feder-

What's In the Report

\$9.5 billion	Amount Central States lost in 2008
11 percent	What Central States will have to make on its investments to break even in 2009
212,000	The number of retirees in the fund
88,000	The number of active participants

al protection for workers' pensions.

The International Union has a committee of officers looking at this issue. We hope they move from talk to action.

Workers' pensions are a mainstay of our economy and a bulwark against impoverishing millions of seniors. The Pension Benefit Guarantee Corporation (PBGC) is supposed to protect pensions, like an insurance plan, but it is woefully underfunded. An infusion of federal funding could be used to shift some burden from union plans, especially for the pensions of retirees whose former employers are now out of business.

The other key to rebuilding and securing the Central States Fund is organizing new members, and bringing them into our pension plans. Again the Hoffa administration has led our union in the wrong direction, when they organized UPS Freight but failed to bring those Teamsters into our union pension plans.

We need to work to pass the Employee Free Choice Act, which would help level the playing field between unions and corporations. And we need a union leadership committed to organizing workers into our pension funds.

Pension News

Teamsters at UPS Freight Don't Get Credit

As the one Teamster carrier that has done some hiring, UPS Freight has attracted some experienced Teamster drivers.

Unfortunately, they are learning the bitter truth about a deal made by the Hoffa administration: you get no pension credits in any Teamster pension fund by working there. You start anew in a company fund.

Can this be corrected in the next contract? Not with the present IBT leadership.

YRC Wants to Defer Pension Payments

YRCW has contacted some Teamster pension funds asking to defer for several months the company's payment of pension contributions for Teamsters. This is according to IBT Freight Director Tyson Johnson, who says any deal like that must be negotiated with him.

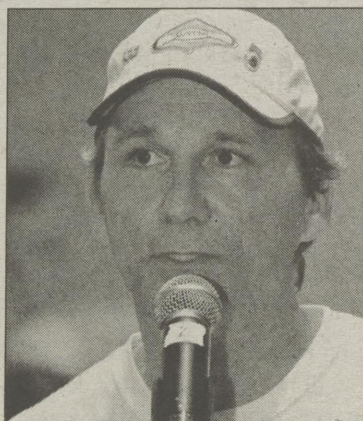
The only good news here is that Teamster can rest assured it will not affect your pension credits. Thanks to court cases our members won years ago, all Teamster pension funds must give you credit for your time worked, even if the fund fails to collect employer payments required under the contract.

Get More Members Into Our Fund

"The \$6 billion that UPS paid to exit the Central States seemed like a real windfall but now it's all gone in the stock market downturn. It's a shame Hoffa Jr. gave UPS Freight a pass on Teamster pensions. Both of those decisions are coming back to haunt thousands of Teamster members and retirees.

"We need to get more Teamsters into the fund. I'm sure it took Hoffa Sr. some hard bargaining to get all those companies to sign on years ago. That's the kind of negotiating power we need from our leaders today if we're going to have any chance of turning things around."

Tim Pagel, YRC
Local 988, Houston



Get the word out. Distribute *Convoy Dispatch*. Monthly bundles come in sizes from 10 copies (\$5/month) to 100 copies (\$14/month) or more. Call (313) 842-2600 to order.

Questions and Answers on the UPS Pension Plan

UPS Won't Guarantee Benefits After 2013

On January 1, 2008, UPS transferred some 44,000 full-time Teamsters out of the Central States Pension Fund, and into a new UPS-only pension plan.

Many members have questions about their benefits in the new fund. TDU consulted pension attorneys and experts to answer some of the most frequently asked questions.

Do you have a question or concern about your benefits in the new UPS plan? Call TDU at (313) 842-2600, or email us at info@tdu.org.

Q: If I retire and Central States fails to pay me their portion of my pension, will UPS guarantee me the difference?

Yes and No. If you retire by July 31, 2013, yes. If Central States fails to be able to pay its full portion, UPS will make up the difference to guarantee your pension.

But if you retire after that, all bets are off. It all depends on what is bargained in the 2013 contract.

This illustrates a major problem: the UPS pull-out weakened the Central States Plan, but UPS Teamsters are still dependent on it for a large portion of their pension benefits.

You can be sure UPS management will make good use of this hammer in bargaining, to try to extract more concessions from the Teamster leadership.

Fortunately there is an IBT election in November 2011. Teamsters have a chance to vote out Hoffa and elect leaders who will protect the pensions of all Teamsters.

Q: When I retire, will I get two checks?

UPS pays your full pension until age 65. Once you are 65, you will get two checks. Central States and the UPS Plan will each pay a share, based on how many years you have in each plan. Your years prior to 2008 will be paid by Central States; your years beginning with 2008 will be paid by UPS.

Q: Can you count your part-time years toward early retirement?

Your part-time years can be counted in order to qualify for a 25 or 30 year early retirement, but will not count toward your benefit amount. For example, a Teamster with 25 full-time years and five part-time years qualifies for 30-and-out, but will get \$2625 instead of \$3,000 per month because the part-time pension pays very low benefits. (This is the same rule as previously, under Central States.) If you qualify for a part-time pension and a full-time pension, you will receive two checks, and three checks after you reach age 65.

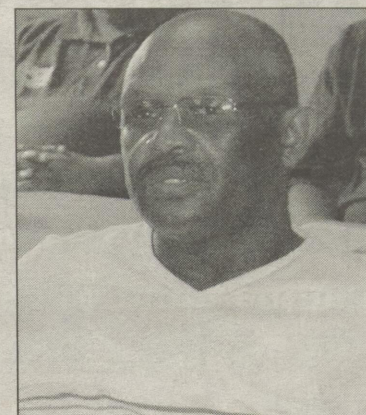
We Do the Same Work But We Get Less

"Our pension is the lowest for any UPSers in the country. We do the same job, but in the end we get less.

"You can bet that if we can ask to improve our pensions in our next contract, UPS is going to put a steep price tag on it.

"I'm helping to put together a TDU meeting in Florence so that we can educate other members. UPS is already planning for the next contract. We should too."

**James McLeod, UPS
Local 71, Florence, S.C.**



Q: How do the benefits under the new UPS plan compare to other Teamster plans?

They compare unfavorably, and that situation is going to get worse by 2013. Benefits in the UPS plan are frozen for the life of the contract, whereas those in most other plans are increasing. For more information, see The Teamster Pension Divide at www.tdu.org/pensiondivide.

The UPS Plan also has no reciprocity with other pension plans. This means if you transfer into the plan from the West or East, you cannot add your pension

credits together from the UPS Plan and another plan. It also means if you leave UPS and take a job at another Teamster company, you cannot add your years together in the two plans.

Q: Can UPS take over other Teamster plans?

UPS gave the International Union a letter agreeing not to try to take over more pension plans until the contract after next. However, that is no solid guarantee. If they see a weak leadership at the International Union, they may seek to take over more pensions.

Why All UPS Teamsters Should Care About The Central States Pension Fund

If you are a UPS Teamster in the West or the East, then the problems in the Central States Pension Fund won't affect you, right? Wrong.

UPS's pullout has financially devastated the Central States Pension Fund. And the company plan that replaced it is a ticking time bomb of retirement insecurity for nearly 50,000 UPS Teamsters in the Central and Southern Regions.

This may not affect your pension directly, if you're a UPS Teamster in the East or West. But it will affect your contract and your future. The new problems in the Central States gives the company

leverage that management will use to try to win nationwide concessions in the next contract. Just like they did in the last one.

Ticking Time Bomb

One ticking time bomb is the expiring pension guarantee for UPS Teamsters in the Central and Southern Regions (the areas formerly covered by the Central States Fund). Right now, UPS guarantees

members' pensions if the Central States Pension Fund is unable to pay them.

But when the contract expires in 2013, UPS management will no longer have to guarantee these pensions. With the Central States Pension Fund in bad shape, our union will have to negotiate an extension of this protection so that UPS Teamsters won't lose their pensions if the Central States Fund fails.

Management will surely demand concessions in 2013, and not just in the Central States, in return for renewing the pension guarantee.

Here's a second ticking time bomb. The UPS company plan that Central and Southern Teamsters are now in pays the lowest pension benefits in the country. The tens of thousands of UPS Teamsters in this fund need, and deserve, to bring their benefits in line with pensions in the

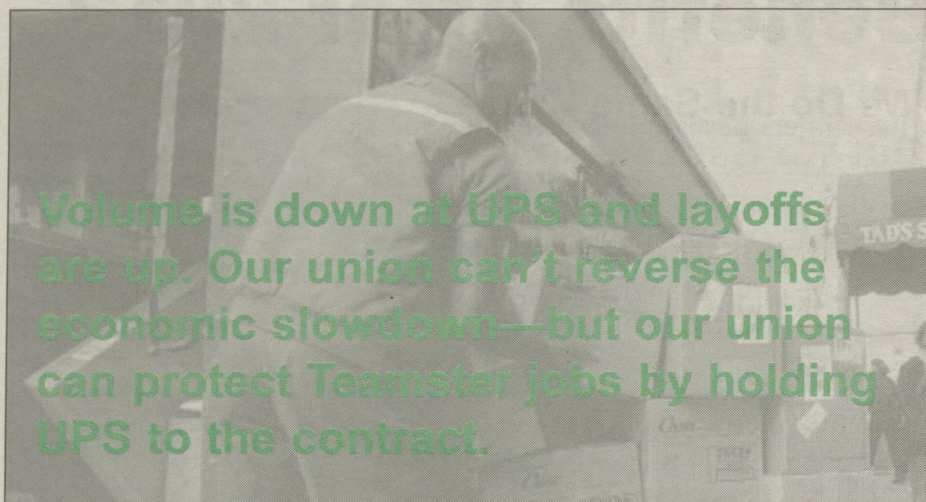
East and West. That will be a costly improvement. UPS is sure to demand concessions in return.

In the last contract, UPS used the problems in the Central States Pension Fund to extract concessions from every UPS Teamster. Management has a plan to do the same in 2013.

The Hoffa administration didn't have a plan to stop concessions and protect our pensions when UPS was making record profits. Why should we believe they will do better next time?

The good news is that there is an International Union election in 2011. UPS Teamsters will be able to vote out the Hoffa administration and replace them with new leadership and a new direction before we get to the bargaining table.

Contract Violations That Kill Teamster Jobs



Volume is down at UPS and layoffs are up. Our union can't reverse the economic slowdown—but our union can protect Teamster jobs by holding UPS to the contract.

UPS has responded to the economic slowdown with record layoffs and job cuts.

Drivers across the country are reporting an increase in OJS's. In many areas, 9.5 violations (excessive overtime) are also up.

Full-time combo jobs are being eliminated in violation of the contract.

Supervisors working is an epidemic problem—and another Teamster job-killer.

Management's plan is obvious:

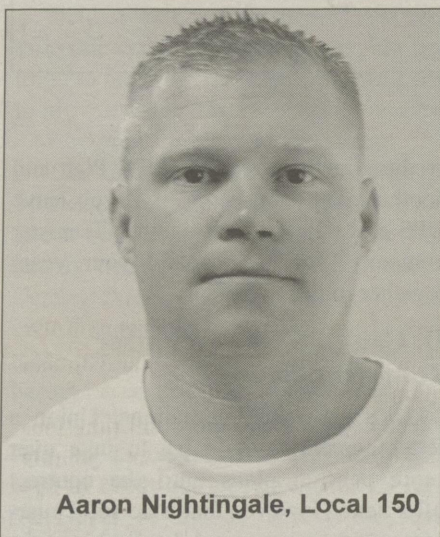
get more work out of fewer employees.

We need a Teamster plan to respond. We can't stop every layoff or tell UPS how to run their business. But our union can and should be enforcing contract language that protects Teamster jobs.

In this special report, Convoy Dispatch puts a spotlight on contract violations that are destroying Teamster jobs—and what Teamster members are doing about it.

Intimidation, Excessive Overtime, Layoffs

New Overtime Guidelines Hurt Working Teamsters



Aaron Nightingale, Local 150

By Aaron Nightingale, Local 150
Package Car Driver, Sacramento

Drivers and our families are being hurt by the new Opt-In/Opt-Out guidelines agreed to by the Hoffa administration. The new system has led to more intimidation, more excessive overtime and more layoffs. It's wrong.

Intimidation

In my building, intimidation is a major factor in keeping drivers off the 9.5 Excessive Overtime list. Drivers have been told they will be subject to extra reports and will basically have a camera in their face if they go on the list.

This causes many drivers who don't want the excessive overtime to just suck it up. They don't want to sit down with the center manager to get on the 9.5 list.

This isn't the way it was supposed to work. The contract we voted on stated that we sign a list twice a year to opt in or out of excessive overtime.

Safety in Numbers

There is safety in numbers, especially when an aggressive center manager is involved. A group list is the union way to go, not forcing drivers to sit down with their center manager. What the hell was our International Union thinking when

they agreed to that?

With the economy down, I think the union caters to management even more than usual. Management cuts jobs and sends the rest of the workforce out with a 10 or 11 hour day and our union's response is to weaken excessive overtime protections instead of strengthening them.

If the excessive overtime list was more user-friendly, drivers who want more time with our families could be protected from unwanted excessive overtime. And more Teamsters could be working instead of being laid off.

That's the kind of pro-Teamster solution our union should be fighting for.

New Jersey Local Challenges UPS Over Sups Working

New Jersey Local 177 bargained groundbreaking contract language on supervisors working in the new contract.

Now that language is being put to the test.

Representing more than 8,000 Teamsters in New Jersey, Local 177 is one of the largest and most powerful UPS locals in the Eastern Region.

Local 177 is one of a handful of large locals with its own supplement to the UPS national contract. In the last bargaining round, the local used its clout to negotiate new supplemental language that imposes stiffer penalties for supervisors working than the national contract.

Now the local is headed to arbitration on cases that will put this language to the test.

Under the Local 177 Supplement, UPS has to pay two times the hourly rate

for the actual time worked by the supervisor. This is the same language as the national contract.

Tougher Penalties

But the Local 177 Supplement imposes stiffer penalties on subsequent violations. The second time the same supervisor is caught doing bargaining unit work, the contract imposes a penalty of double-time pay for a minimum of two-hours—or the actual hours worked, whichever is greater.

The third time that the same supervisor is caught working, the minimum dou-

ble-time pay penalty is increased to four hours at double time—or the actual hours worked, whichever is greater.

Documenting Violations

Local 177 stewards, members and business agents have worked together for months to document supervisors working violations. Business agents even have photos of repeat violators—which will make it pretty difficult for the company to deny the violations.

To protect members from discipline, only local union staff photograph violations.

The local has a number of arbitrations

coming up, each one targeting multiple violations by individual supervisors. Focusing on individual supervisors will enable the local to use the 2-hour and 4-hour minimum double-time penalties negotiated in the supplement.

The first arbitration is scheduled for April 24.

In 2007, Local 177 used its clout to win stiffer contract language when members catch sups working.

www.MakeUPSDeliver.org

- Find the latest UPS info
- Sign up for email updates
- Get involved

Petition Drive for Full-Time Jobs

Good full-time jobs are at a premium in this economy.

Enforcing Article 22.3 would make UPS create thousands more full-time jobs.

So why isn't the International Union doing it?

In 1997, UPS Teamsters went on strike to tell the company, "Part-Time American Won't Work." Today, UPS Teamsters are teaming up in a national petition drive to make UPS create the full-time jobs we're owed under the contract.

The 1997 strike forced UPS to combine 40,000 part-time jobs into 20,000 full-time "combo" positions by August 1, 2008.

Article 22.3 of the contract requires the company to maintain the 20,000 full-time combo jobs no matter what.

Declining volume does not allow UPS to lay off combo Teamsters or to eliminate these full-time positions through vacancies and attrition. But UPS is doing just that.

Grievances Deadlocked

The International Union has left it up to individual members and local unions to file grievances. Management is deadlocking these grievances and eliminating more full-time jobs.

The International Union has the power to put a stop to this by filing one national grievance and demanding that UPS fill all 20,000 full-time combo positions immediately. The result would be an estimated 3,000 to 5,000 more full-time jobs for Teamsters who need them.

National Petition Drive

Members have launched a national petition drive that calls on the International Union to file a national grievance and to conduct a national audit to document full-time job elimination.

The contract requires UPS to give the International Union a detailed list of the 20,000 combo jobs the company is maintaining under Article 22.3. The International Union should give every local union a copy of this list to document the status of each of these jobs.

That way the International Union can present indisputable evidence to win the national grievance and force full-time job creation.

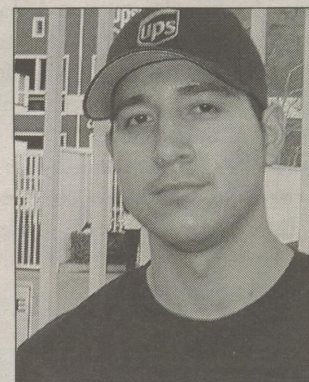
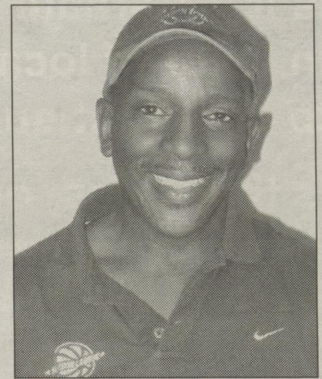
The next national grievance panel is

No Excuses

"Part-timers deserve a chance at a full-time job and a real career. There's no excuse for not enforcing the contract and making UPS create all 20,000 full-time combo positions."

Landy Butler, UPS

Local 804 Shop Steward, New York



Hope for Our Future

"The company has eliminated some full-time combo jobs by not filling vacant positions. Now management is talking about layoffs. I'm worried about the future. The petition drive and the information from TDU gives me hope that we can enforce the contract and win full-time jobs."

Freddy Avila, UPS

Local 952, Aliso Viejo, Calif.

June 8-11 in Philadelphia. The International Union has plenty of time before then to put a national grievance on the docket and complete a national audit.

Good full-time jobs are at a premium in this economy. Our union is in the unique position of having contract language at UPS that legally requires the company to create more full-time posi-

tions. Enforcing this language is a no-brainer. It's time for the International Union to act.

You can help win more full-time jobs by participating in the national petition drive. For more information, go to www.makeUPSdeliver.org or call TDU at (313) 842-2600.

Chicago Teamsters Fight For Full-Time Jobs

UPS's attack on the full-time combo jobs has moved to Chicago.

Local 705 Teamsters are fighting back to protect the jobs we won in the 1997 strike.

UPS has laid off 13 full-time combo Teamsters in Chicago Local 705 and eliminated more than 20 other full-time combo jobs by not filling vacant positions.

The layoffs and job eliminations directly violate Local 705's contract, which requires UPS to maintain 1,100 full-time combo jobs in Local 705's jurisdiction.

Local 705 negotiates its own contract covering 10,000 UPS Teamsters—which is separate and independent from the national agreement.

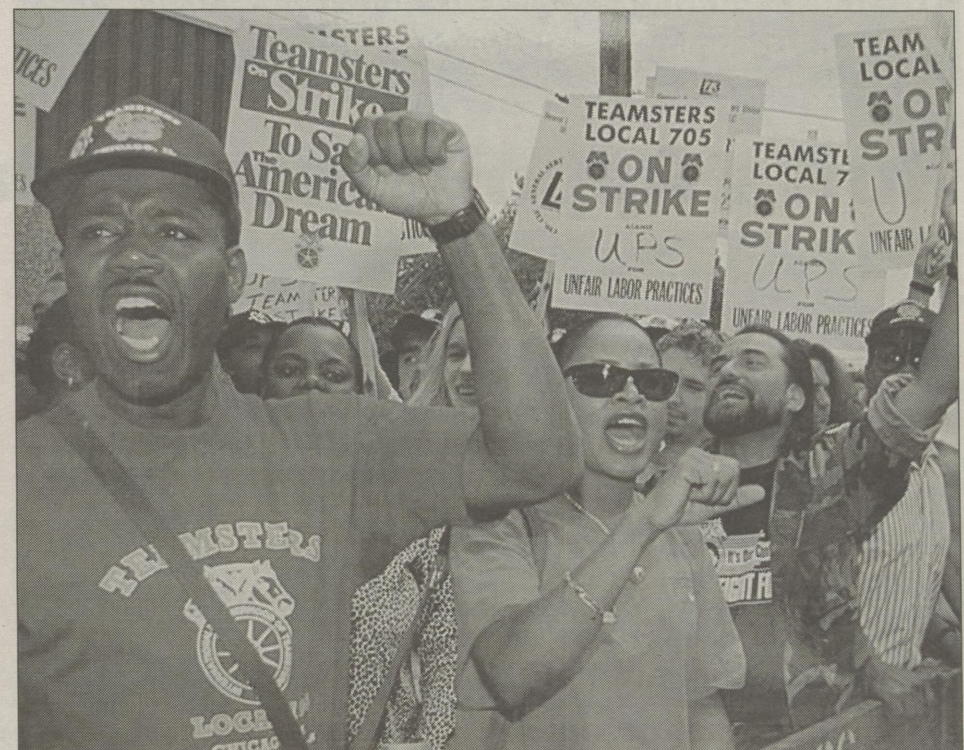
The 1,100 combo jobs that UPS has to maintain in Chicago are over and above the 20,000 full-time combo jobs that UPS

has to maintain under Article 22.3 of the national agreement.

Local 705 has filed grievances and is demanding that the company immediately fill 1,100 full-time combo positions with full backpay for members who have been denied full-time work in violation of the contract.

To back up the grievances, Local 705 is conducting a local-wide audit to track the status of each and every one of the 1,100 combo jobs required by the contract.

As we go to press, management has signed off on grievances and begun to put vacant 22.3 jobs up for bid.



Local 705 members on strike for full-time jobs in 1997.

Giving Away the Carhaul Contract?

Is IBT Carhaul Director Fred Zuckerman in favor of local-by-local concessions to undercut our national contract?

Is that a Yes, or a No?

In March, Zuckerman sent a memo to locals saying No to concessions on a terminal-by-terminal basis. He stated the same thing to union officers at the Central Region March panel hearings. That would be a No.

Also in March, Zuckerman's carhaul Western chairman, Bob Doss of Local 63, finally got the members of Local 63 to vote Yes on local wage concessions to PMT (Jack Cooper). Local 104 in Phoenix went the same route. Zuckerman has not stepped in to stop those concessions. That would be a Yes.

San Antonio Local 657 has given Jack

Cooper a 17 percent wage cut (down to Allied's wage rate), hoping it will somehow get back some traffic. In Mesquite, Texas Local 745, Jack Cooper got the same 17 percent cut. Those are both very small boards. Houston drivers voted No. Arlington, Texas drivers don't want to vote on it. Same for Wayne, Michigan and Chicago, where Jack Cooper management is floating the pay cut.

This sure looks like terminal-by-terminal cuts to drive the entire contract down to the Allied wage scale. Concessions are like cancer: if not stopped, they tend to spread.

We Deserve Better From Our Leaders

"The physically challenging and dangerous working conditions in the carhaul industry, demand and require our very best work ethic. We earn every nickel we make. What we do has a value and worth.

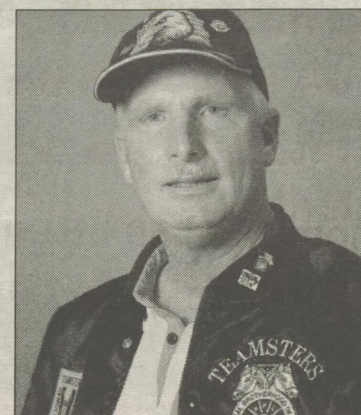
"Clearly our union and corporate leaders are not exposed to the hazardous conditions that we are and have not provided any examples of sacrifice in their earnings.

"Since they won't defend and protect our contract and pay standards, we must.

"Get informed. Get involved. Join TDU and make it happen."

Matt Studd, Cassens

Local 327, Nashville, Tenn.



Can We Defend the National Contract?

We believe we can, even in these difficult times.

But carhaulers need a national plan and national leadership.

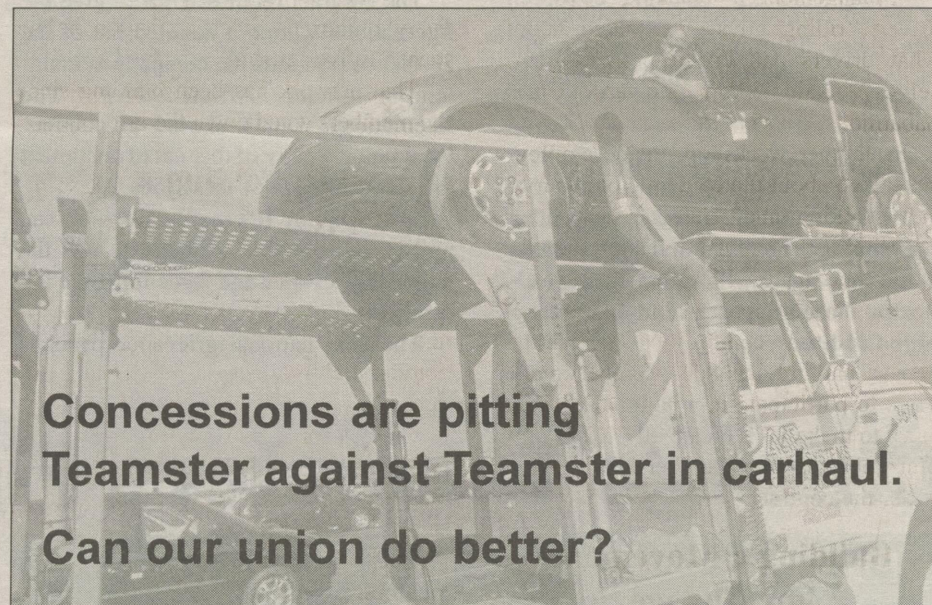
It may not be realistic to shut the door on all concessions because of the situation that we, and the companies, find ourselves in. If concessions are given, there needs to be a plan to survive the present and build union strength for the future. Part of any concessions should be a plan to protect union jobs, and a plan for a snap-back provision when the economic situation improves.

Instead we have Hoffa and other IBT

leaders taking raises for themselves while they sit back and let companies break up our national contracts and destroy our jobs.

There has never been a time when a national plan of action from our union leadership has been so important. Tough times call for tough leadership.

Giving concessions on a terminal-by-terminal basis, with Teamster pitted against Teamster, while the union leadership hides in Washington—that is the opposite of leadership. That is the failure of the Hoffa administration.



Concessions are pitting Teamster against Teamster in carhaul. Can our union do better?

What do you think? Call TDU at (313) 842-2600, or send us comments at www.tdu.org.

Hoffa Appointment Means No Women on GEB



Our union's top leadership is made up of 25 white men, one African American man, and no women.

President Hoffa has named Brad Slawson, Sr. to replace the only woman on our union's top leadership.

Cheryl Johnson, the lone woman on the Teamster General Executive Board, is retiring and has resigned as a Central Region Vice President. Hoffa has appointed Slawson, the principal officer of Minneapolis Local 120, to replace her.

The General Executive Board is the highest leadership body in our union. It has 26 members: 25 white men and one African American man.

Ferline Buie, the head of Local 922, serves as an International Union Trustee, but she has no vote and is not a member

of the General Executive Board.

Of 1.4 million Teamsters, could Hoffa not find a single woman to name to the leadership to represent women Teamsters?

Slawson, Sr. will be the second member of Minnesota Local 120 on the Board. The other is Secretary-Treasurer Tom Keegel.

TDU believes that our union leadership should reflect the membership and that a strong union involves everyone.

Information Is Power!

Local 804 Members Turn Out For Education Conference

More than 50 Local 804 members turned out for a day-long educational seminar sponsored by *804 Members United*.

The conference focused on the problems UPSers are facing at work and what members and our union can do about them.

"This is exactly the kind of thing our local should be doing," said feeder driver Neil O'Brien. "Sharing information, building unity and making plans to build union power. That's what it's all about."

Local 804 represents over 7,000 UPS Teamsters in New York City, Westchester County, and Long Island.

Drivers packed a workshop on Working Safe and Working Smart.

"Management is cracking down on drivers, riding guys. We talked about what drivers can do to protect themselves," said shop steward Chris Sabatino.

In another workshop, inside employees talked about the epidemic of supervisors working and strategies that other Teamster locals are using to stop the violations and make UPS pay.

Another hot topic was the elimination of the full-time combo jobs—across the country and in Local 804. Members made plans to participate in a national petition drive to make UPS create all 20,000 full-time jobs that the membership is owed under the contract.

Building a Movement For Change

This year is an election year in Local 804. Teamsters at the Education

Conference made it clear that the membership is ready for change.

Shop steward Tim Sylvester told the crowd, "804 Members United will be putting forward a leadership team that can lead this local, strengthen representation and unite members to defend our contracts and benefits."

"The slate will answer to a reform platform and will work hand-in-hand with a rank-and-file network of members from every building and classification in the local," Sylvester said.

That network has been building since the members voted down the last contract.

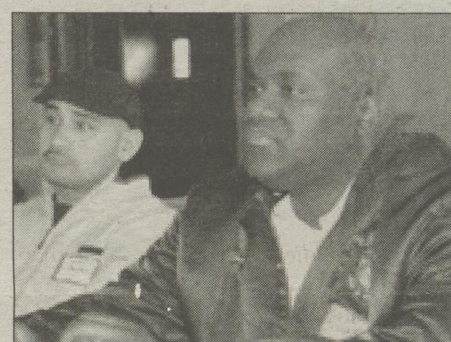
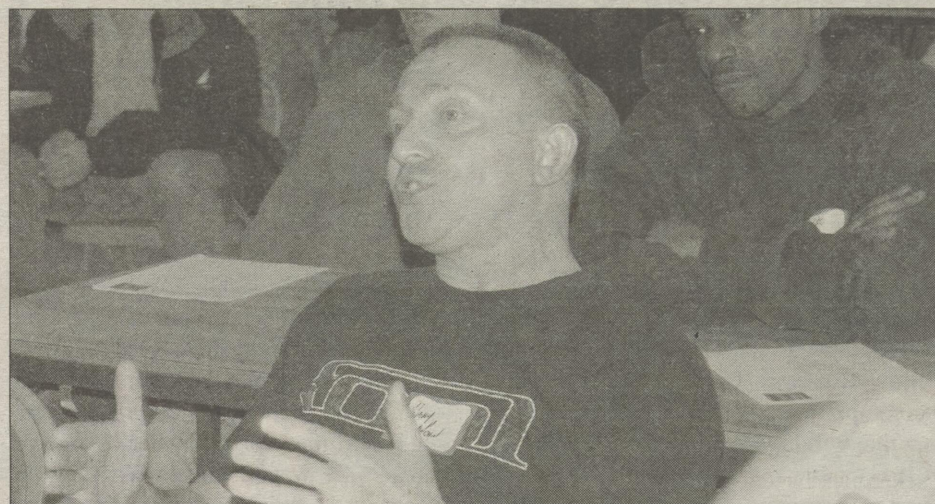
Upholding a Proud Tradition

Local 804 has a proud history of being one of the strongest locals in our union, and the home of Ron Carey, the first democratically-elected Teamster president.

Carey's son, Dan Carey, addressed the Education Conference and congratulated members on keeping his father's fighting spirit alive in the local.

Local 804 Members United brought members together to vote down a concessionary UPS contract and save 25-and-out pensions for new employees.

"804 Members United is about more



The *804 Members United* Educational Conference included sessions on Working Safe and Working Smart, Enforcing Our Contract in the Hub, and Rebuilding Union Power in Local 804.

than a slate. We are about building a rank-and-file movement for a stronger union. And we want every member to be a part of it," said Jim Reynolds.

Doug Corbett, a package steward from

43rd Street, was one of dozens of members who filled out volunteer forms at the Education Conference. "If you want change, you've got to get involved," Corbett said.

For more information, visit:
www.804MembersUnited.org

Local 804 Health Fund Losses Hit \$20 Million

The Local 804 Health Fund has lost another \$1.9 million in assets, according to documents obtained by *804 Members United*.

The Local 804 Health Fund has lost nearly \$20 million over a five-year period. Its assets have dropped from \$32.2 million in 2003 to just \$12.5 million on May 31, 2008—the most recent figures available from the Fund.

The good news is that the Fund's losses have started to level off. The Fund lost less than \$2 million in the 2007 plan year,

compared to losses of \$4.5 and \$6.8 million the previous two years.

In the fall of 2007, Local 804 officials voted with UPS to hike members' co-pays. It remains to be seen whether those cuts and the contributions negotiated in the current contract will be enough to restore the Local 804 Health Fund to fiscal health.

Some Executive Board members have started blaming the cost of retirees for the Fund's problems.

What Local 804 officials don't tell the members is their own role in creating the financial problems at the Fund. The money negotiated in the 2002 "Best Contract Ever" was not enough to pay for members' health benefits. For years, officials spent down the Fund's reserves to make up for the shortfall.

With the Fund losing millions of dollars a year, Local 804 officials poured gasoline on the fire by voting with UPS to divert contributions from the Health

Fund to the Pension Fund. After the diversion, the Fund's assets nosedived—dropping a whopping \$11.3 million in two years.

The Local 804 Executive Board never told members a word—about the losses or the diversion of funds.

"At both the Pension and Health Funds, the Executive Board kept the membership in the dark until the problems were out of control," said shop steward Tim Sylvester. "Now they point fingers and pass the buck. That's damage control, not leadership. And a lot of members have had enough."

Bargaining to Preserve Jobs

Times are tough and many employers are telling members that they have to sacrifice or they'll lose their jobs. That doesn't mean our union has to take cuts lying down.

Here's what rank-and-file members can do to help preserve Teamster jobs even when concessions are on the table.

Many Teamsters have seen their business agents just give in when employers come asking for concessions.

That's what happened nationally at Yellow Roadway last December, when the company asked for 10 percent wage cuts that will last the rest of the contract.

It doesn't have to be that way. Even when a company does need economic concessions to survive, members can use their sacrifice as leverage to win contract language that strengthens job security.

What Members Can Do

In many Teamster locals, members who are covered by local agreements can play a direct role in bargaining by serving as rank-and-file members of negotiating committees.

Even in locals where members aren't on bargaining committees, members can suggest contract improvements, distribute informational materials to other members, and work together to hold the bargainers accountable.

Can the Company Pay?

First of all, find out if the company can really pay or not.

When a company says it doesn't want to pay for wage increases or benefit improvements, that's just hard bargaining. The union still has room to pressure the company to make increases to wages and benefits.

When a company says it cannot pay, the NLRB has held the union has the right to audit the books. The union may not be able to win economic improvements. But the union can still ask for non-economic improvements, especially improving job security—an opportunity many Teamster locals miss.

Before going into bargaining, research the company's finances and decide for yourself if they can pay. You can download government filings and stock reports for companies that are publicly-traded on the U.S. stock market. •

Successors and Assigns

If your company is in really dire shape, one of the first areas to improve is the section on "Successors or Assigns," the section that says what happens when

the employer is sold, goes into bankruptcy, or changes its legal status.

Usually members are the last to find out when their company is going under.

In bargaining, members can demand at least 30-day written notice prior to any sale, bankruptcy, or any other change of status. That way members will have a chance to organize and represent themselves if the company does go into bankruptcy.

One goal is language requiring the company to require, as a condition of sale, transfer, or re-organization that the contract is honored in writing prior to the change.

Stopping Subcontracting

Is your employer giving union work to nonunion subsidiaries or other firms? Push for language that limits or eliminates subcontracting.

If you can't win that, another option is a neutrality or card-check agreement at your employer's nonunion subsidiary.

Recall and Bumping

When members are laid-off, how long do they have recall rights for?

Does your contract include language about bumping down in your classifications, or into other classifications? You can strengthen seniority by winning language that lets members bump down in their classification, and horizontally into other classifications.

Length of the Concession

At YRC, our union negotiated a cut that lasts for the length of the contract—over four years. That's too long.

If you have to agree to a cut, you can ask for language that lets you re-open the cut one or more times during the contract. Make sure to include language that gives the union access to the company's books.

Sharing the Pain

Asking for management to take a pay cut and share the pain is a non-mandatory subject of bargaining; that means the company does not have to discuss the issue if it doesn't want to.

Still, union negotiators can remind management that members must approve



Education for Stronger Contracts

Go to school. The National Labor College, Cornell University, Wisconsin School for Workers all have programs, as do many state colleges and universities.

Get the books. Books such as *The Common Law of the Workplace* (by St. Antoine), *Negotiating a Labor Contract* (by Loughran), *Drafting the Union Contract* (by Lareau) or *The Contract Bargaining Handbook* (by Better) are good examples. There are also shorter materials.

Be at the TDU Convention to attend classes on bargaining strong contracts taught by experienced Teamster bargainers and leaders. Nov. 6 - 8 at the Cleveland Airport Sheraton.

Contact TDU to get advice or meet with other members in your area. Call (313) 842-2600.

any deal—and they won't be happy if management isn't sharing the pain.

Wiggle Words

Management loves "wiggle words" that make the contract ambiguous; such as, "insofar as practical," "whenever possible," "in cases of emergency," "advisable," "normal," "seasonal," "casual," or "qualified."

Many contracts have management rights clauses which say "The employer retains all rights except those specifically modified by this agreement." Absent the union and company agreeing on who is a seasonal employee or what is work normally performed by the bargaining unit, management retains the right to make the call.

Wiggle words make it harder for stewards to win grievances and for the union to win in arbitration. When the company demands a wage freeze or concession, you can demand stronger contract language and clear, enforceable language.

Be Prepared

Management, or an uncooperative business agent, can easily dismiss your

suggestions if you're not well-prepared.

Start off by looking at your contract. Look at each article, and make a list of areas where you need improvement.

Compare your current contract to the two previous agreements. Has your language improved, or degraded?

Look at the grievances you have lost under the current agreement. Why have certain grievances not been taken to arbitration? What language gives you the most trouble?

Once you have identified what needs improvement, prepare proposed changes to the language that would eliminate wiggle words and strengthen job protection.

Contact Teamsters for a Democratic Union to talk to experienced bargainers who can help you craft tighter language.

And of course, work with other members to educate them about why these changes are necessary, so that you have the support of your bargaining unit behind you. TDU can give you advice on that, too.

The more prepared you are, the harder it will be for your business agent to shoot you down, and the more you can do to protect members' jobs.

International Union Reports on Finances, Dropping Membership

The LM-2 financial report for the International Union is now available. This report was filed with the U.S. Department of Labor on March 31, and covers the year 2008.

A quick review of the report indicates that

- The union had a net loss of 22,000 members in 2008.
- Hoffa and other IBT officers received a substantial raise in salary.
- The IBT lost \$47 million in assets during 2008. Spending exceeded income, there were losses in investments, and

liabilities for officers' pensions increased.

The Teamster Rank & File Education and Legal Defense Foundation (TRF) will conduct a study of union finances and officers salaries in the coming weeks and months. This will cover the locals and other Teamster affiliates as well as the International Union.

Go to www.tdu.org to see the International Union's 373-page LM-2 report, and for information on how to find out how much your local union spent on salaries and expenses last year.

By the Numbers

22,000 Net number of members the IBT lost in 2008

\$23,344 Raise given to Ken Hall, UPS Director, in 2008

\$47 million Assets lost by the IBT in 2008

Chicago Officials Stand Trial for Stolen Elections

On April 6, former Local 743 President Richard Lopez went on trial for his part in a scheme to steal Local 743 elections and defraud the members of their right to vote.

Former union reps Thaddeus Bania and David Rodriguez also stood trial.

Testifying against them is former Teamster official Robert Walston, who pleaded guilty to his part in the scheme. Walston also pleaded guilty to drug trafficking, which was his side-job while he was president of Local 743.

With help from Teamsters for a Democratic Union (TDU), Local 743 working Teamsters exposed Walston's plot. And in October 2007, Richard Berg and the New Leadership Slate swept the criminals out of office for good.

Instruction Manual

Walston's 35-page plea agreement reads like an instruction manual on how to try to steal a Teamster election (and get caught). Their actions included:

- Examining past election voter records to determine which members were unlikely to vote, as targets for ballot diversion.
- Secretly changing the addresses of members, and utilizing the TITAN database terminal at the local union to divert ballots to friends, relatives, and employers.
- Collecting said ballots and then marking them while wearing latex gloves and using multiple pens, then mailing them at various mailboxes and on different days.
- Fraudulently obtaining a key to the postal box for undeliverable ballots, and illegally making a copy of the key to steal those ballots and vote them.
- Using the pretense of an election protest to stop the ballot count and invalidate the election, while Richard Berg was ahead of Walston in the count.

► Calling the election supervisor to give members' names and social security numbers, but the addresses of cronies, to illegally obtain additional ballots.

Despite all those stolen ballots (as detailed in his plea agreement), they could barely beat the rank-and-file challengers in the 2004 election, in which they had to run twice. Working with committed members, TDU has the know-how to defeat election fraud.

Their actions were ratified by Chicago Joint Council 25 and the International, which refused to investigate or overturn the bogus election. Walston, Lopez and his gang were key Hoffa supporters.

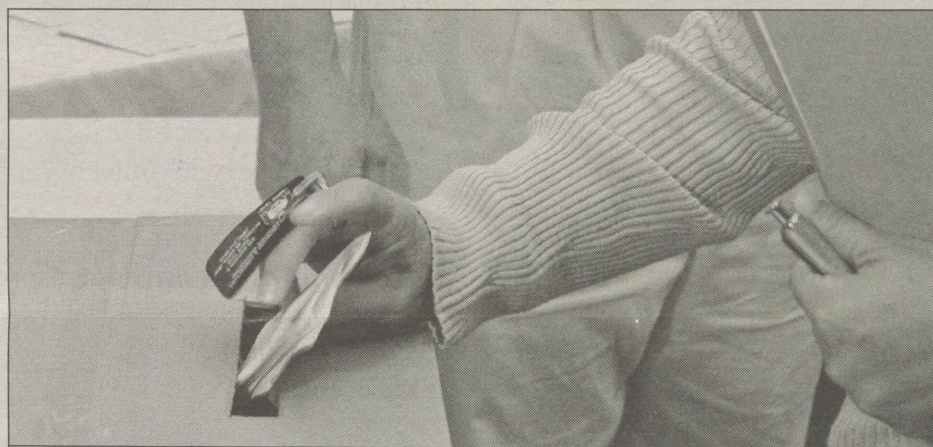
According to the guilty plea agreement, Walston will serve about 5 years in prison, and make restitution to Local 743 in an amount determined by the judge. He also agreed to testify against his co-defendants if they choose to go to trial.

The Justice Department contends that the officials embezzled \$2.2 million from Local 743, in the form of their illegally-obtained salaries and perks.

Walston's cocaine trafficking plea implicates another conspirator, Victor Matos, the cousin of one of Walston's business agents. He was caught in Texas with \$135,000 in cash, which Walston intended to use to buy cocaine and transport it back to Chicago.

"For years, members weren't paying attention, and our officials were getting away with stealing our elections, stealing our dues, and more," said Gail Isenberg, a working Teamster in Local 743.

"We changed that. We gave members information and got them to pay attention. That's how we got these crooks out of office."



Getting a Fair Union Election

Most Teamster local union elections are run honestly—but if you're running for local union office, you need to police your election to make sure it is fair.

Some common election violations include employer support for incumbent candidates, ballot collection by business agents, and using union resources for campaigning.

These steps can help make sure that your members get a fair vote:

Review the membership list. You have the right to look at the entire membership list at least once within 30 days of the election. Note how many people are on the list—is it too big, or too small? Spot check the list to make sure your supporters are on it.

Observe every step of the voting process. You have the right to observe the printing, mailing, collecting, and counting of all ballots. This is your chance to make sure that the ballots are printed correctly, are sent to the right people, and are not being misused by officials.

Encourage members to be your eyes and ears. Ask your supporters to be on the look out for problems, and to check with members to make sure that they got their ballots—and send them in.

Focus on getting out the vote. The surest way to get a fair election is to get as many of your supporters as possible to vote. Don't waste campaign time crying over every little foul—you'll seem weak. And if members think the vote is rigged, they're less likely to get involved and cast their ballots.

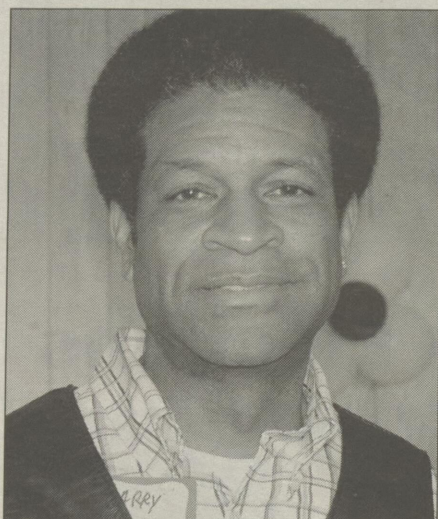
If you find a real violation, file a protest with your local Secretary-Treasurer and contact TDU right away.

TDU has helped rank-and-file Teamsters in dozens of locals run winning campaigns for local office. Contact TDU for help in setting up a workshop on running for office in your area.

Teamsters Making a Difference

Our union can protect us in tough times. But not when our leaders are out of touch with the problems members face.

TDU brings working Teamsters together to protect our contracts and benefits and move our union in a new direction.



804 Members United

"Our union leadership is not leading the members in the right direction. I got involved to try to make some positive change.

"We're building a movement in my local called 804 Members United. Our motto is building a stronger Local 804 by informing and uniting the members.

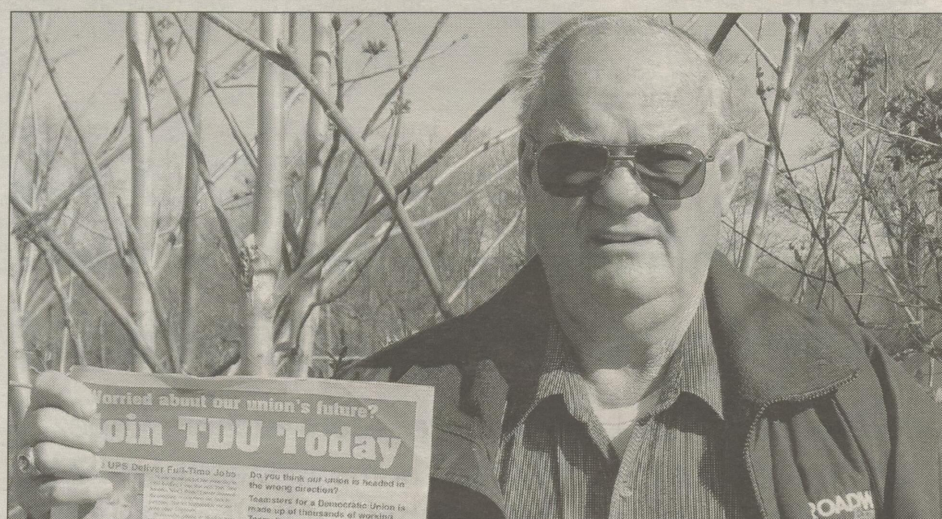
"And that's exactly what we're doing.

"We recently held an Education Conference to share strategies for enforcing our contract and protecting members from harassment and unfair discipline.

"This is the kind of thing our local should be doing—but they're not.

"So members are stepping up, asking questions and getting involved. It's time for a change and we're working together to make it happen."

Larry McIver, UPS, Local 804 Shop Steward, New York



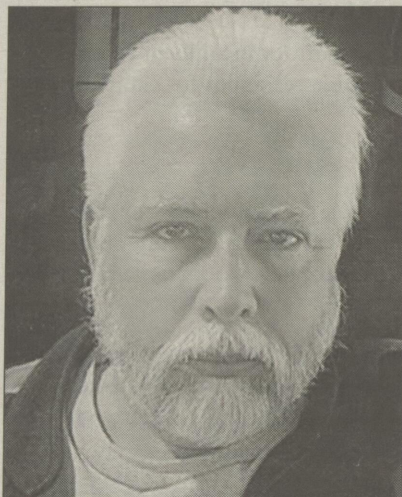
Spreading the Word with Convoy

"I've been going to freight and UPS facilities all across western North Carolina to distribute Convoy and let members know that we can make our union leaders work for us again.

"More and more members here want to get rid of Hoffa and they're ready to do something about it. We have a voice thanks to TDU.

"Do you want to get rid of Hoffa? Now's the time to get started. Join TDU and start spreading the word today."

Jerry Fisher, Roadway, Retired, Local 61, North Carolina



Working Together

"The Big Three are in deep trouble and car haulers are paying the price. It's times like these that we need strong leadership at the top of our union—but we're not getting it.

"No wonder we see so much apathy and hopelessness in our union. But when members come together, we can make a difference.

"We're holding a TDU meeting in May so that car haulers can come together and talk about what we can do to get our union back in shape. Together we can turn our union around."

Tim Krueger, Allied, Local 89, Bowling Green, Ky.

When you join TDU, you help make positive change in our union.

Help make a difference. Join TDU today.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____
Address _____
City _____ State _____ ZIP _____
Phone _____ Company _____
E-mail _____
☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
Other _____
____ \$40 one-year membership & subscription to *Convoy Dispatch*
____ \$95 three-year membership fee
____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year
____ \$25 for retirees. Retired from Local _____
☐ Check or money order
MC/Visa/AmEx/Discover # _____ Exp. Date _____
Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.